

## MARINE WING SUPPORT SQUADRON 273 EQUAL OPPORTUNITY POLICY STATEMENT

8 July 2013



The Marine Corps is the greatest fighting organization on the face of our planet. The permeation of different **race, gender, religion, age, color, and national origin** attributes throughout our ranks make us an unstoppable team of professionals. We “run to the sound of chaos” with a strong camaraderie and knowledge that each Marine and Sailor to either our left or right flanks will not hesitate to lift us up when we fall down and/or falter and do such without bias towards our individuality. Inherent to this team mentality is the understanding that **fair, scrupulous, and unbiased treatment is the Marine Corps leadership standard**. Deviation from this standard is unacceptable and will not be tolerated in this command.

Very simply, **we will treat each other as we would want to be treated ourselves**. Unlawful discriminatory practices within the Marine Corps are counterproductive and unacceptable. Discrimination undermines morale, reduces combat readiness, and prevents maximum utilization and development of the Marine Corps’ most vital asset, its “people.” The policy of the Marine Corps is to provide equality of treatment and the opportunity for all Marines and Sailors to achieve their full potential based solely upon individual merit, fitness, and ability. We will not deviate from that policy.

We will create an environment in which all personnel are treated with dignity and respect, and ensure that prompt action is taken when they are not. This includes directing Marines and civilian personnel to refrain from sexual harassment and to actively counter and report incidents immediately. Sexual harassment is a most grievous form of discrimination that involves unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when made 1) either explicitly or implicitly, 2) as a condition for one’s employment, 3) and/or creates an intimidating, hostile, or offensive working environment.

Any Marine and/or Sailor who has been demeaned by words, actions, or threats will have their complaints handled both confidentially and expeditiously. Complaints should be first exercised at the lowest level possible and via the chain of command. At this lower level, the Informal Resolution System (IRS) is one of the most effective methods to resolve the conflict. Larger complaints, such as those of a potentially criminal nature, should be handled more formally through Request Mast (preferred), Article 138 (UCMJ complaint), Article 1150 (Redress of Wrongs Committed by a Superior), Inspectors General, and/or through members of Congress. In all cases, should the commander decide the complaint needs to be elevated for visibility/action, he/she will have the authority to raise the issue to the next higher level.

Commanders must ensure that whichever process is exercised, it is used without intimidation and/or fear of reprisal. I will not tolerate otherwise, and I will hold leaders accountable at all levels if this activity ensues. All Marines are expected to promote camaraderie among individuals, regardless of age, color, gender, race, religion, or national origin, by setting an example of unprejudiced actions and identifying unfair practices to higher authority via the chain of command. I expect all personnel to become familiar with MCO P5354.1d w/ch 1 (Marine Corps Equal Opportunity Manual [EOM]) as a guide in these endeavors.

My points of contact in these regards are the Squadron Equal Opportunity Representatives: SSgt Jeannate Gadson – [jeannate.gadson@usmc.mil](mailto:jeannate.gadson@usmc.mil); (843)-228-8347 and Sgt Marcus Champion – [marcus.champion@usmcmil](mailto:marcus.champion@usmcmil); (843)-228-8386.

A handwritten signature in black ink, appearing to read "J.B. Stone".

J. B. STONE IV  
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